

Weber State University

**Department of
Student Involvement & Leadership**

Program Review



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A Brief History of Student Involvement & Leadership

Weber College has had student body officers since 1904. The Associated Students of Weber College (ASWSC) served a vital role in student life at Weber College. In 1962 the activities Vice President became an elected position. In 1975 the position of Cultural Vice President was added. In the 1998-99 year, ASWSU was split into Student Government (WSUSA) and Student Activities. There was a Director of Student Activities and a Coordinator for Student Government. This split ended in 2005, and both areas were consolidated under the name, "Student Involvement and Leadership." The organizational structure has varied, based on the needs of the students, and additional vice presidents have been added, as needed (Diversity, Service, Arts and Lectures, Clubs and Organizations).

The Department of Student Involvement and Leadership currently consists of five professional staff and two classified staff members. In the last five years the department has changed locations three times while the Shepherd Union underwent a major renovation. The first location was in the west side of the old Union, then upstairs to the area which currently houses the administrative offices (404), then to rooms 301 and 305, and, finally, to our new home in Suite 326. The Center for Diversity and Unity, and Community Involvement Center were given designated space in the new Union.

Missions

Weber State University

Weber State University provides associate, baccalaureate and master degree programs in liberal arts, sciences, technical and professional fields. Encouraging freedom of expression and valuing diversity, the University provides excellent educational experiences for students through extensive personal contact among faculty, staff and students in and out of the classroom. Through academic programs, research, artistic expression, public service and community-based learning, the university serves as an educational, cultural and economic leader for the region.

Student Affairs Division

The Division of Student affairs promotes student learning, well-being and success through comprehensive services and programs provided in an inclusive environment. Student Affairs serves the needs of a diverse student population by offering educational experiences, leadership opportunities, and academic support which advances the social, intellectual, cultural, and civic development of students.

Student Affairs Core Values

The Division of Student Affairs at Weber State University is committed to:

- **Respecting** and supporting individuals for their differing opinions, backgrounds, and experiences through a fair and nurturing environment
- Promoting a culture that embraces **integrity** and professionalism

- Providing quality programs and services through a holistic, **student-centered** approach focused on learning and development
- Creating and maintaining **collaborative** partnerships to encourage experiential learning
- Fostering an **inclusive** environment that values diversity and equality
- Continually enhancing our programs and services through **accountability** to our students, colleagues, community members, and other stakeholders

Student Involvement and Leadership

The Department of Student Involvement and Leadership (SIL) supports the mission of the University and Student Affairs by promoting student engagement through leadership development and involvement, by participating in co-curricular opportunities, diversity and leadership experiences and community engagement in an inclusive environment.

The Department of Student Involvement and Leadership embraces all core values of Student Affairs: respect, integrity, student centered, collaborative, inclusive, and accountability. SIL supports all students, regardless of race, ethnicity, gender, age, etc. We do this through programming, educational workshops, activities, clubs, service, diversity, and leadership opportunities. All five areas of SIL excel at collaborating with faculty, staff, students, and community partners through their participation on various advisement boards.

Student Involvement and Leadership Over-Arching Goals

The Department of Student Involvement and Leadership is guided by the principles of dedication to the personal growth and development of all students. Advisers and professional educators intentionally teach life skills by empowering students through opportunities for leadership, service, and diversity. These are the department's key priorities. By providing diverse social, cultural and educational programs, the department seek's to expand and enrich the university experience and accepts the shared responsibility for fostering a spirit of campus community and strives to develop relationships of working interconnectedness. Through the excellence of the programs and professional service offered, the quality of life for the institution and the local community is enhanced.

Student Involvement and Leadership is a dedicated and energetic professional team committed to enhancing a student's college experience. Through quality programs, campus services, support of clubs and organizations, leadership development and community partnerships, SIL prepares students to be active members of campus and in their communities. A priority of our team is to encourage student potential, growth and achievements by recognizing their contributions to Weber State University (WSU). (See Six Column Model – Appencix A.)

Overarching Goals and Outcomes

Goal	Outcome
To partner with the community to enhance its cultural, economic and social well being	The community supports and attends WSU events
To foster student learning	Students receive the academic support they need by engaging in time management, event planning, resource development, activity implementation, program creation and practical application of skills learned in the classroom to real world situations.
To provide students an engaging learning environment	Students participate in meaningful service experiences, leadership development and diversity programming to enhance the theoretical perspectives learned in class.
To provide an engaging and stimulating university culture	Students participate in co-curricular programs, organizations and activities
To foster a diverse and inclusive campus environment	Students have opportunities to develop and enhance a personal philosophy of leadership that includes an understanding of self, other and internal and external communities and acceptance of responsibilities inherent in community membership

Contributions to WSU Core Objectives

WSU Core Objectives	SIL Contributions
To have varied leadership experiences that use multiple leadership techniques, theories and models	We encourage our students to participate in multiple aspects of WSUSA, including Clubs and Organizations, Diversity, Service, Leadership and Events. There are leadership experiences offered at all levels of participation
To gain an understanding of responsible stewardship, meaningful interpersonal relationships, connecting to their academic learning, and creating	Using the Volunteer Involvement Program, Leadership programs, Diversity, and Clubs and Organizations, our students are able to

meaningful transferable skills (i.e., work and family environments)

develop a keen understanding of the value of stewardship through the donation of time and financial resources, as evidenced by community outreach and an on-campus food pantry. Through these points of connection, students apply knowledge gained in their classes to create new and innovative programs that address campus, community and social needs, in addition to developing protocols for resource support in anticipation of future needs.

To understand one's own identity and culture, seeks involvement and reflection with people different than oneself

Beginning with the individual, SIL provides opportunities to understand one's own identity and culture while seeking involvement with people different from oneself, in addition to articulating the advantages and impacts of a diverse society through programs, workshops, activities, lectures and discussion. In this way, the exhibition of respect is modeled and the dignity of others is preserved as part of the global community.

To have the ability to seek out the needs of the campus and local community through service learning, civic engagement and volunteer programs to appreciate a global interconnectedness

SIL provides opportunities to understand and analyze the interconnectedness of societies worldwide; demonstrates effective stewardship of human, economic, and environmental resources, while also demonstrating consideration of the welfare of others in decision-making as a part of critical reflection and principled dissent. Cross-collaborations between academic programs, community partnerships and campus support are utilized to understand and participate in relevant governance systems and educate and facilitate the civic engagement of others.

Core Programs and Services

Student Involvement and Leadership provides opportunities for students from varying backgrounds and experiences to develop personal leadership skills via various experiential programs and events. SIL embraces the role of contributing to the whole student through co-curricular opportunities, leadership experiences and community involvement in an inclusive environment. The department strives to connect the students' academic goals as well as their personal development goals.

The SIL department encompasses three major areas of student affairs in addition to the WSU Student Association, including the Community Involvement Center, Center for Diversity & Unity and Leadership Programs. A brief description of each is provided below.

The Community Involvement Center sponsors a Volunteer Fair during fall and spring semesters, where Weber State University students can meet with local agencies in order to plan volunteer opportunities. The center has a database with web access which provides students with over 120 various non-profit agencies in which to get involved. "Reflections" is a published journal which is used to reflect on volunteer activities. Publications are also available to faculty, staff, students, and community partners, detailing the available service opportunities. They may also utilize the CIC website (<http://www.weber.edu/communityinvolvement>) for further information. Presentations on service can be scheduled through the center, and volunteer hours are recorded.

The Center for Diversity and Unity (CDU) is a place intentionally designed for both developing a neutral ground (on campus) and as a safe space for all students and staff to learn about diversity and inclusion. The CDU strives to promote understanding, acceptance, and inclusion between individuals and groups from all walks of life. By coordinating with faculty, staff, and students, the CDU works to foster collaboration in activities and programs by holding activities, events and workshops throughout the year which promote social and cultural awareness. This is done through informative, educational, and entertaining programs that all can enjoy.

Leadership Programs include a variety of opportunities for non-government directed students. This includes a series of five leadership classes being taught through the College of Education by the Director of Leadership & Governance. Those courses are:

- EDUC 1920: Leadership Theory (moving to the College of Business & Economics)
- EDUC 2920: Emerging Leadership
- EDUC 3920: Creative Leadership (moving to the College of Fine Arts)
- EDUC 4920: Transforming Leadership (moving to College of Social Science)
- HONS: 3452: Honors Leadership Theory

As an outgrowth of leadership programming, an effort to reach new, first year students is being developed and will roll out the Fall of 2011 as the Student Engagement Summit. This pilot project will focus on connecting to the University through co-curricular involvement, the development of institutional pride, and finding their personal niche through involvement in one of three branches of student government.

The **WSU Student Association** is made up of three branches of government, following the traditional American model. Each area comprises traditional leadership components, with the executive office holding a variety of programmatic services and resources.

WSU Student Association: Executive Branch

The **executive cabinet** of the Weber State University Student Association (WSUSA) is made up of the elected executive student body officers. The President, Legislative Vice President, Programing Vice President, Diversity Vice President, Clubs and Organizations Vice President, Service Vice President, Davis Campus Vice President, and Leadership Vice President. The **presidential cabinet** consists of the Assistant to the President, Marketing Director, Assistant Marketing Director, Social Media Chair, Web master, and Executive Graphic Designer, with four graphic artists.

Arts & Lectures – Convocations is a program that provides an educational opportunity to listen to some of the most prominent people from all four corners of the world. Past speakers have included former President Gerald Ford, Henry Kissinger, Janet Reno, former Prime Minister Benazir Bhutto, Robert Kennedy Jr, Nancy Cartwright, Nicholas Kristoff, and Julian Bond.

Honors Issues Forum provides a forum for students to discuss current events affecting our community.

Special Events/Activities – Homecoming is a week-long celebration which begins with the painting of the "W" in downtown Ogden and concludes with a jam-packed weekend of events, including a dance, tailgate, and a football game. Throughout the week, different activities and events take place, including a spirit competition among student organizations, lighting of the "W," alumni celebrations and past officer reunions, etc. **Crystal Crest** is the "Academy Awards" of Weber State. Students, faculty, staff, alumni and student organizations are honored for their exceptional service and contributions to the University. In addition to the awards program, national entertainers are featured. All students, faculty, and staff are invited to attend this great way to end the year. (See Appendix U.)

Student Activities Board and its committees are responsible for planning, programing, and providing a variety of activities and events for the entire campus. Some programs include Welcome Back Party, Deadman's Party, Foam Dance party, Rock the Bell Tower, and a variety of comedians and performers. Each years student leaders determine the direction and/or focus of activity planning under the guidance of the SIL Director. In order to provide adequate training and support, board members are taken to an annual conference for National Association of Campus Activities (NACA).

The Volunteer Involvement Program (VIP) is committed to promoting volunteer opportunities and the involvement of students in public service across the campus and in the community. The primary purpose is to provide meaningful service opportunities, worthwhile experiences, and a balance in college life. Students who participate in these programs will gain practical life experience, learn more about themselves, and provide valuable services to the community. Through volunteer service, especially public service, students can make positive contributions to responsible social change in our society. Students will discover opportunities to network, to learn about career choices, and possibly to find employment. They will learn new skills that stand out on resumes. Best of all, students will feel great about making a difference in people's lives. Specific VIP entities are:

- **Special Olympics Utah Team** - This program provides coaching for Special Oympians. Volunteer students from WSU manage practices every Saturday morning. They coach basketball, volleyball and winter sports. Olympians are taken to the University of Utah,

Utah State University and BYU to participate in Special Olympics competitions. Students arrange housing, food, transportation and oversee the Olympians for the entire games.

- **Special Olympics Utah Winter Games** take place over a two-day period. Skiing competition takes place at Powder Mountain, and the snowshoeing event takes place at North Fork. Both of these venues are located near Huntsville, Utah. The games are implemented, coordinated, and managed by Weber State University volunteers. Volunteers serve as the liaisons between WSU and the Utah State Special Olympics offices in planning events. The games end with a closing ceremony that consists of dinner, a program, and a dance held at our university. The entire state of Utah brings Olympians to the event with close to 600 hundred people attending.
- **Best Buddies** is a program that develops friendships between WSU students and the students enrolled in Special Education classes in Ogden City School District. There are 32-35 buddies in the program each year. Each student is matched with a buddy and is expected to meet one-on-one with his/her buddy and make contact at least once a week. Other events are sponsored under the auspices of Best Buddies, such as Halloween pumpkin carving, statewide dances, and movie nights out. The school year ends with a trip to Lagoon, a local amusement park.
- **Alternative Spring Break (ASB)** is a week-long activity which involves “giving up” the usual break activities to commit to a week-long community service project which provides rewarding service and fun. Students have served in Oregon, California, Washington, New Mexico, and Mexico. They usually partner with Habitat for Humanity and build homes.
- **Boys and Girls Club** involves volunteers as one-to-one mentors, working with children between the ages of seven to and 13. An extensive screening process is required for volunteers. Students supervise and create fun activities for the children and provide a positive impact in a child's life. Students are positive role models who give kids a sense of competence, usefulness and belonging. Weber State students partner at the Marshall White Center. Trips to campus are also planned and implemented to promote awareness of higher education opportunities and to engage the youth in fun and enriching educational workshops.
- **Bridging the Gap** offers the opportunity to spend quality time with the elderly. Students coordinate and plan events with local residents of senior citizen homes. Students organize Senior Health Fairs, Senior Valentine Balls, and Wii competitions.
- **YMCA** is a partnership with Ogden City School District and the YMCA after school program. Students mentor and tutor elementary students, bringing them to campus to experience university programs. Elementary students have visited WSU's planetarium, science department, art gallery and bowling facilities.
- **Done In A Day/Christmas Tree Bridge** - Departments campus wide decorate Christmas trees for display in the Union Bridge, and organize the donation of the trees to local families. The Bridge is one of many Done In A Day projects implemented by the VIP students. All projects are finished in a short time. Blood drives, food drives, and the food pantry are coordinated and supported by these students. Done In A Day also supports community partners by collaborating on a variety of special projects such as Make a Difference Day in October, MLK Day in January, and Welcome Back Week in the fall.

- **Environmental Initiatives** works with Ogden's Green Team, and also on the comprehensive environmental plans for Weber State University. They have worked with Adopt-a-Street and continue to work on recycling efforts each year. Students involved in this program are also working on an initiative with Weber School District (three elementary schools) ,where younger students are taught how to recycle. Students have a Light Bulb Exchange (exchange incandescent for compact fluorescent bulbs) every Friday. The Environmental Committee researches issues and concerns which deal with the environment. They strive to educate the Weber State University community about issues of the environment. They also work with the community on clean-ups and assist with Earth Week.
- **Habitat for Humanity** works with the local Ogden/Weber affiliate for Habitat for Humanity in order to build low income housing for local residents. The program seeks to eliminate poverty housing and homelessness for the world, and to make decent shelter a matter of conscience and action. Students have the opportunity to sit on the local board. They also assist with builds on site and attend dedications when families move in to their new homes. Students also have the opportunity to attend a national conference for Habitat for Humanity where they learn more about poverty issues and have the ability to interact with peers from other states.
- **Head Start** program partners with Ogden Area Community Action and works specifically with the Head Start children. Activities are planned and organized at various Head Start locations. Students plan and implement visits to WSU. A partnership was created with a physics professor, who trained 60 Head Start teachers with a curriculum for Science. WSU also provided science kits for all the classrooms.
- **Homeless Projects** works with local homeless shelters, involving students in issues of poverty. Students partner with Ogden Rescue Mission, St. Anne's Homeless Shelter, Catholic Community Services, and the Salvation Army. Projects deal with food and shelter problems as well as other needs. A panel of homeless people in our local community comes to Weber State University and discusses personal and societal issues that have led to their "homeless" condition.
- **Your Community Connection** (YCC) works with a variety of service projects dealing with, not only low-income populations, but also with people in crisis under the guidance of YCC. Students assist yearly with the annual Real Men Can Cook event and the "gym night" held for children every Wednesday night.

Diversity Board

- **Celebrations and Traditions Program** hosts monthly celebrations and/or recognizes a tradition through event or activity planning; examples include: Day of the Dead, Ramadan, Mardi Gras and Kwanzaa.
- **College Programs** partner with each of the academic colleges to highlight diversity programming through emphasis on activities, events and practical application.
- **Common Grounds** is a monthly program designed to create an atmosphere of inclusion and understanding. Snacks are served, and participants are asked for feedback. Educational and informative programs are coordinated that educate all students and staff at WSU with "hot topics," often utilizing the diversity fellows for presentations and lecture support.

- **Community Resource Fair** is hosted once a year; the student chair serves as liaison to community organizations such as La Raza, NAACP, Utah Alliance of Filipino Communities, Lao Association of Utah and others in providing resources, support and partnerships. This program provides opportunities to understand one's own identity and culture while seeking involvement with people different from oneself.
- **MLK Day of Service** is a program to Honor Dr. King with a national day of service in the fall. The committee chair works with Community Action in Ogden, as well as state committees in SLC. The program includes an annual fall canned food drive, as well as coordination of the annual Munch & March in January.
- **Sessions@UB232** (AKA Sessions on the Ledge) is a weekly program to promote campus and community participation by way of involvement in sharing diverse cultural entertainment.
- **Stop the Hate** is a national program that has become a model of change for campuses across the nation. It promotes the ideas of anti-hate on campus and in the community through a workshop series and speakers.

Leadership Programs

- Held each August, the **Academy of Leadership** (AOL) focuses on exposing students to the fundamental theories of leadership and provides a safe laboratory for students to experiment with styles and develop the fundamentals needed to serve as a successful leader, based on a situational and transformational approach.
- **Winter Leadership Academy** (WLA) is held each winter, and is a smaller version of AOL. It focuses on a different element of StrengthsQuest and student development. Past topics have included Strengths Based Leadership and Creating Your Personal Brand.
- The **Brown Bag Speaker Series** is held each month. This program strives to connect community leaders with students in an environment in which they can share their experience and knowledge with students. Past speakers have included the Mayor of Ogden, a former US ambassador, and CEO's from local companies.
- The **Leadership Development Series** offers a leadership workshop each month. These workshops are open to all students at Weber State. Past programs have included time management, inter-personal communication, and motivation.
- **Emerging Leaders** - A scholarship program with accompanying classes, the Emerging Leaders program is an application-based program which selects students based on their past leadership experience and provides an in-depth, theoretical framework for the participants to develop and hone their own personal leadership styles, based on engagement and philosophical needs (average number of applicants - 350, number selected - 32).
- The **L.E.A.D. Program** (Lead, Educate, And Develop) is a peer training program in which four students are selected to undergo advanced leadership theory training, based on the Gallup's StrengthsQuest. Selected students are then able to lead workshops for student organizations as peer educators.

American Democracy Project (ADP) is a joint partnership between SIL, the Provost's Office, Undergraduate Research, the Department of Political Science, the Department of History, *The New York Times*, and Stanford University. The goal of ADP is provide forums for students to become active, educated, and engaged citizens. While the program is

multifaceted, only those programs with a direct link to SIL are listed below. The Director of Leadership & Governance serves on the Board of Directors for ADP.

- **Times & Issues Forum** is a partnership between Student Involvement and Leadership, the Departments of Political Science, History, and Honors, and *The New York Times*. This program brings in speakers from the community and *The New York Times* to speak on selected issues that are relevant to the current issues of *The New York Times*.
- **Deliberative Democracy Day** - A day-long symposium in which students are instructed on the deliberative process as it pertains to a selected topic. Through deliberation teams, questions are developed and posed to a panel of experts. Pre- and post-tests are administered to measure the level of change upon opinions the deliberative process had on students.
- **Constitution Awareness Week** - This program provides a week of educational activities designed to educate the student population about the role upon society and the legal ramifications of the United States Constitution. Past events have included a day long reading of the constitution by students, performances of Howard Zinn's *The People Speak*, and speakers on issues of civil rights.
- **CIVITAS**, the Latin word for Civic Engagement, is an artifact-based program based on in-class instruction and 300 hours of student civic engagement within the community. Participants are recognized by graduation distinction of Magna Cum CIVITAS.

Clubs and Organizations - Weber State has over 180 registered clubs and organizations. In addition to the many special interest groups, many academic departments sponsor organizations focusing on areas of professional development. A few of the many clubs are Mountaineering Club, Amnesty International, Chemistry Club, Society of Mechanical Engineers, National Association of Social Workers, and Golden Key National Honor Society.

Greek Life - Greek organizations offer another opportunity for involvement. At the beginning of each semester, the Greeks sponsor a "rush." Rush is a structured set of meetings and events designed to give interested students a chance to meet the fraternity and sorority members and to learn more about Greek life. Weber State has one fraternity and one sorority.

WSU Student Association: Legislative Branch

Student Senate - Comprised of 20 elected Constituency Senators, two appointed student positions and the elected Legislative Vice President, the Senate strives to address issues and concerns of the student body through committees and direct interactions with the Faculty Senate and key stake holding administrators.

All of the core programs and services provided by SIL align with the missions and goals of Student Affairs and WSU by continuing to integrate diversity, community-based learning, development opportunities, contributing to their holistic well-being, enhanced learning experiences, increased understanding and interaction among individuals of various backgrounds, and recruitment and retention of students. (See Appendix C – WSUSA Elections Packet, Appendix B – Appointed Position Packet, Appendix D – WSUSA Constitution, Appendix E, WSUSA Bylaws.)

WSU Student Association: Judicial Branch

The Supreme Court makes up the **judicial branch** of the WSUSA. The Supreme Court Chief Justice and the two associate justices are appointed by the Student Body President and serve until graduation. They also have an ombudsman and committee.

Theories and Philosophies that Guide SIL Programing

Since there are five professional staff members, various developmental theories are drawn from as different situations arise. The following is a short list of some of the theories drawn from:

- *Chickering Theory* proposes seven vectors of development that contribute to the formation of identity. This theory argues that educational environments exert powerful influences on student development.
- *StrengthsQuest* is based on the Positive Psychology Theory - the StrengthsQuest philosophy is one in which participants focus on developing their strengths while mitigating their weaknesses.
- *Facilitator Model* - With this approach, student organization members, leaders and advisors work with administrators, faculty and staff to make intelligent, fair and reasonable choices within the boundaries established by state, federal, and local laws, university rules, and the educational mission of the institution. This model encourages a balance between rights and responsibilities - it is neither extremely authoritarian nor overly solicitous of student freedom.
- *Josselson's Theory of Identity and Development in Women* is meant to understand the internal and developmental roots of identity formation in women. There are four identity statuses: Identity Diffusion, Foreclosure, Moratorium, and Identity Achievement. Diffusers are least mature, and Achievers are the most mature. Foreclosures are women who graduate from college as they know what they want and pursue it. Identity Achievement women break the psychological ties to their childhoods and form distinct and separate identities. Moratorium women are in an unstable time of experimenting and searching for new identities. Identity Diffusion is marked by a lack of crisis and commitment. They have a tendency to withdraw from situations.
- *Racial and Ethnic Identity Development* focuses on a sense of group or collective identity, based on one's perception that he/she shares a common racial heritage with a particular racial group. The explosion of racial and ethnic identity models has highlighted individual differences in a pluralistic student population.

Program Initiation

The staff of SIL works together and makes all decisions as a team, with one common goal of meeting the students' needs, desires, and goals. Although there is continuity and stability within our staff from year to year, this is still kept in the perspective of the constantly changing student body officers each year, their individual goals and expectations, and how we can help them reach their visions of success. Through various methods of formalized assessments via surveys, pre- and post-tests, reflection pieces, and informal assessments through one-on-one conversations and dialogue, the staff of SIL is more aware and conscientious of needs, trends, behaviors, demographics, etc., of the current student body. This definitely has a strong influence

on the types of programs that are initiated through the department of SIL and led by the student leaders. Still, with each newly proposed program, the staff remains realistic in the limitations of the department budget and the likelihood of students participating in these new programs.

Colleagues throughout the state and within the region are also intrinsic resources for the staff of SIL when making innovative changes and/or additions. If programs have been successful at other universities and institutions, that information is shared with our students and is helpful in the decision making process.

Advertising of Programs

The Department of Student Involvement & Leadership relies on two teams of students to facilitate creative and engaging marketing for all events and activities run through SIL. The first team consists of the Graphic Artists, comprised of four students, utilizing the latest graphic technologies to incorporate visual elements which both attract and inform the public about events.

The second group is the Marketing Team, which oversees the placement of publicity created by the Graphic Artists and also engages in three-dimensional marketing to inform the campus. Utilization of printed banners, advertising in the student newspaper - *The Signpost*, marquees, campus kiosks, local newspapers, newsletters, WSU student radio - KWCR, department websites, Facebook and instant texting all help supplement the supply of information to the campus about opportunities available through SIL. Student leaders are aware of these various avenues and tools for marketing and are responsible for making the decisions as to how their events, activities, and workshops are best marketed to the targeted audiences or entire campus.

When collaborating with other departments such as housing, Non-Traditional Students Center, Honors Program, Davis Campus, SIL reaches a larger population in their marketing attempts, which is an example of successful collaboration.

Providing Outreach to Students and the Community

- VIP students meet one-on-one with directors of non-profit agencies within our local community.
- Maintaining relationships with local media outlets is important to keep the community informed and engaged with the events going on at WSU.
- SIL provides two volunteer fairs and a community outreach fair annually.
- Networking events for community partners are held annually.
- Student leaders make various presentations in classrooms and with community partners.
- The use of social media has also become popular with student leaders.
- Homecoming allows WSU and the Ogden community to collaborate in a week-long celebration with events, held both on campus and in the Ogden community.
- Students implement a local event for MLK Day, known as the "Munch-n-March," including a breakfast with community members. They then celebrate in a march through inner-city Ogden, where a diversity program is held.

- Programs, such as the Brown Bag Speaker Series, allow for community leaders to connect with students in an effort to convey educational growth upon the students, while providing a connection for the community leaders with Weber State University.
- Recruiting efforts happen on a continuous basis. In the summer we are recruiting at the orientation sessions where the new incoming students are encouraged to sign up for clubs or groups or to get involved with one of our student programs or areas. The texting system and involvement forms are utilized (see Appendix F, Involvement Form). Student leaders speak in classes encouraging involvement. Welcome week activities are designed to encourage participation.

Collaboration with other departments

Over the past years, SIL has increased its focus on collaborating with other areas at Weber State University. By identifying possible stakeholders to reach out to for help during the development or implementation of a program or event, SIL has reached out to many new partners, both within Student Affairs and within academics. Examples of this include the Homecoming Planning Committee, the American Democracy Project, Gospel Fest, Let's Talk speaker series, Convocations (see Appendix T), Annual Diversity Conference, participating with the First Year Experience (FYE) Program, and Soup on the 25th (sponsored by clubs and organizations). An indicator of how well the campus views SIL as an agent of collaboration can be seen by reviewing the numerous requests that have come in over the past two years for an SIL presence on university events and programming committees. Some of the departments included in SIL collaborations are:

- Davis Campus
- Admissions and Orientations
- All seven Academic Colleges
- All areas of Student Affairs
- The Alumni Center
- Vice President of Diversity
- WSU Police Department and Fire Marshall

With brand new student leaders elected each year, the department supports their goals, ideas, and initiatives, which often lead to the development of new programs.

Leadership and Staffing

Organizational Structure

Student Involvement and Leadership is led by the Director of Student Involvement and Leadership, who also carries the title of Associate Union Director. The director reports to the Union Director who reports to the Vice President of Student Affairs. As advisers to the WSUSA, the SIL professional staff work in consulting and teaching roles and are also the front-line officers of the university, charged with implementing its policies and ensuring that appropriate procedures are followed. The ideas and initiatives of the student leaders are supported, but staff members fully understand their unique role, in mentoring new and developing leaders who are given limited

stewardship for university resources and activities. The staff support the WSUSA executive officers in their organizational structure while developing ethical, dependable, and altruistic leaders. (See Appendix G – staff organization chart, Appendix H, WSUSA WSUSA organization chart, Appendix I – demographic detail chart.)

Decision Making Process

Decisions for the department are made in a collaborative environment. As each area has individual needs and goals, all ideas are brought to the table for discussion and input, with a decision being made that is best for the department. Each area has some autonomy regarding budget, programing, calendaring, and goal development.

Student leaders are included and, many times, take the lead in the decision making process. A joint process is fostered the majority of the time. There is, however, confusion on the part of some participating students, who think the advisors are simply advisory and have no role in decision making. The advisors' role needs to be respected and valued as an integral part of the students' leadership development. Advisors meet one-on-one with the elected students in order to achieve the best decisions and outcomes. The decisions are communicated through staff meetings, executive officer meetings, and, finally, to the student-led meetings.

Recruitment

Professional staff are recruited via national and regional associations, employment venues (NASPA, ACUI, UPSIL, Higherjobs. com, and Campus Compact). WSU Human Resources job postings, local newspaper classified postings, and word of mouth are all utilized for recruiting. Hourly positions are posted through Human Resources and marketed through word of mouth.

Each year students who have been involved or who have excellent leadership skills are encouraged to run for election to executive offices. Every effort is made to inform areas in student affairs and faculty of the election process and of the appointed positions available to their students (see Appendix W for selection process for appointed positions). In addition, all marketing avenues are utilized to inform the larger student body of the opportunities available. The student leaders actively participate in st WSU student orientation sessions to encourage involvement in groups and committees. Students are encouraged to recruit year-round; all 93 student leaders are required to build committees with a minimum of eight members per committee.

Specific Job Functions

Director of Student Involvement and Leadership is responsible for leadership and overall administration, operation, and risk management of the department and management of the \$978,000 departmental budget comprised of approximately 20 accounts. The director also oversees the Supreme Court, the Executive Branch, and all programs and events sponsored by the department. Qualifications include: master's degree in Student Affairs in Higher Education or a related field and a minimum of five years of progressively responsible professional experience in a university, student involvement setting.

Assistant Director of Student Involvement and Leadership/Director of Leadership & Governance is responsible for overseeing all the department in the absence of the director. This

position directly oversees all leadership workshops, programs, seminars, retreats, academic classes (five curriculums developed and approved) and the Leadership Certificate Program. This position also oversees the American Democracy Project at Weber State University, Greek Life, the Student Senate and all scholarships and waivers for the department. Qualifications include: master's degree in Student Affairs or Higher Education Administration and a minimum of five years of progressively responsible professional experience in a university, student involvement setting.

Assistant Director of Student Involvement and Leadership/Co-Director of the Community Involvement Center is responsible for overseeing 15 student-run service programs, including the Utah Winter Games Network, and is responsible for developing strong relationships with community partners, chairs publicity and marketing committees, the Campus Compact Awards Committee, and networking committee for the Community Involvement Center (CIC), serves as a working committee member on the Hall Endowment Grant, and Adrian Maxson Scholarship committees. Qualifications include: Master's degree (required), and Ed.D. in educational leadership and policy (preferred), in addition to two years of experience in higher education. Although we feel the structure has benefitted both SIL and the CIC, changes have and will be made. This position will no longer exist in its current structure. A new assistant director for the CIC will be hired with no direct reporting lines to SIL.

Coordinator of the Center for Diversity & Unity is responsible for nine student leaders and seven programs, including Celebrations and Traditions, College Programs, Common Ground, Community Resource Fair, MLK Day of Service, Sessions@UB232 and Stop the Hate. In addition, the coordinator serves on diversity boards at all levels of the institution, provides program development, training, and conflict resolution response, as well as co-chairs the Annual Diversity Conference and Cultural Community Partner Receptions. Qualifications include: master's degree in Student Affairs, higher education and/or diversity management (required), and conflict resolution and mediation training (preferred), in addition to four or more years of experience in higher education or diversity programming and education.

Coordinator of Clubs and Organizations, Risk Management is responsible for overseeing 180 registered clubs and organizations, including their activities, funding, marketing, and travel. The coordinator is also responsible for contributing to the development of new risk management policies and training throughout Student Affairs. Qualifications include: master's degree required, with at least one year of experience in student involvement.

Office Manager provides administrative support to the Department of Student Involvement and Leadership including the Associate Director of the Shepherd Union/Director of Student Involvement and Leadership and four Coordinators, the Center for Diversity and Unity, the Community Involvement Center, and 90-plus student leaders in achieving their individual objectives. Responsibilities include supervising two student Office Assistants and the associated workload.

Secretary III provides administrative support for the department, which includes the director, four coordinators, and the numerous elected and appointed WSU Student Association leaders. Responsibilities include administrative support for two campus-wide programs, which originate in Shepherd Union Programs (Wildcat Block Party and Putting Student Through).

Office Specialist provides support for the Community Involvement Center including two co-directors and is the first contact for administrators, community partners, faculty, staff, students, and other university officials.

Office Assistants provide general clerical and secretarial office duties, and also interact with students and staff, in-person and over the phone.

Student Position Descriptions - There are eight student body officers and 20 student senators whose job descriptions are detailed in their contracts (see Appendix J). There are also 92 appointed student leaders; all student position descriptions are in the Appointed Position Description Packet (see Appendix B).

Training & Professional Development

Orientation

Professional and classified staff members are provided departmental orientations upon hire. Professional and classified staff attend a required WSU new employee orientation, civil rights training, and a separate Student Affairs orientation.

Professional Development

Professional development opportunities exist in the form of regional and national conference attendance as well as through peer trainings at departmental retreats. Professional and classified staff members have access to an extensive list of trainings offered at WSU through the Office of Workplace Learning (<http://departments.weber.edu/owl/>). All members of the Student Affairs Division are encouraged to attend quarterly, extensive training sessions.

Student Development

Student training begins with a half-day session when the new executive officers are elected. This is followed up by one-on-one training with each individual executive's advisor and a transitional meeting, one-on-one, with each executive's predecessor. After all 92 positions are filled, a two-day retreat takes place, educating the new student leaders on leadership skills, marketing, collaboration resources on campus, etc. In May students attend a state-wide leadership academy where additional training and networking take place. Throughout the summer, training, planning, and implementation take place within each individual area. Some student leaders have an opportunity to attend national and regional conferences, such as Habitat for Humanity, NACA (National Association for Campus Activities), ASGA (American Student Government Association), ASCA (Association for Student Conduct Administration), ULA (Utah Leadership Academy).

Evaluation Process

The PREP, Performance Review and Enrichment Program, process is administered annually to all professional and classified staff. The supervisor/director meets with each employee to discuss job performance and goal setting.

Student leaders are evaluated each semester at mid-terms and at the end of the semester. Eligibility checks take place each semester. Staff members work individually with students at risk. They also train and model appropriate evaluation techniques so students can conduct their own performance evaluations.

Reward & Recognition programs

- Professional and classified staff may participate in the Builders of Excellence Program, which allows employees to recognize their colleagues for their contributions to WSU.
- Student Affairs Awards: each semester awards are given to recognize four individuals in Student Affairs.
- The Annual Diversity Award is given at the end of the year to an outstanding faculty or staff member at the University to recognize his/her work regarding diversity and inclusion.
- The staff is diligent in recommending students for other scholarship opportunities such as: Adrian Maxson Scholarship, state-wide Campus Compact Award, Jerry B. Jensen Scholarship, and any other opportunities.
- End-of-the-Year Recognition Party: during this event, the Lisa Ellis Award for Excellence is given to an exceptional student leader.
- The Crystal Crest Awards ceremony is sponsored by the Department of Student Involvement and Leadership. Many students are involved on the committee as well as nominated for individual awards.
- There are five awards given annually to recognize outstanding clubs and organizations on campus.
- Delta Sigma Lambda is the leadership honor society, co-sponsored with Alumni Relations.

Department Needs

The department would like to increase the enrollment in the Graduate Intern Program to provide additional support and assistance to each area within Student Involvement and Leadership.

Financial Resources/Budget

The Department of Student Involvement and Leadership is operating on a budget of \$956,734 for the fiscal year of 2011-2012. The department has 14 different cost codes with 44 indexes. The main account for the budget is Operating, which covers all salaries and benefits, professional staff travel, operations (such as equipment), office supplies, printing, telephone, etc. We also have a scholarship/stipends cost code. The programming expenses all have cost codes – they are: Arts and Lectures, Campus Activities Team, Campus Recognition, Clubs and Organizations, Community Service, Diversity Center, Greek Council, Leadership, Presidential Cabinet, Senate, Training, and University Wide Events. Our budget is totally student-fee funded. Each year we go before the Student Fee Recommendation Committee and make our case for our funding request. There might be some variation with the revenue line, but it is very small, and we

factor in the revenue for additional programming. Over the past five years we have asked for minimal increase. In the 2006-07 year the increase was for salaries and benefits, 2007-08 for salaries and benefits, with \$1,800 for student senate and \$2,005 for the UTA Ed pass. In 2008-09 the increase requested was for salaries and benefits, in 2009-10 there was no salary and benefit increase, but \$6,178 was requested for the Davis Campus Vice President position. In 2010-11 no increase was requested; in 2011-2012 \$6,000 was requested in club funding and \$2,400 in hourly wages. In the past, Student Involvement and Leadership has always operated in the black. Fiscal responsibility is stressed with the students, and budgeting is used as an educational tool to help them learn life skills. (See Appendix K for student fee requests and Appendix L for budgets.)

Budgetary determinations are made in a joint effort with the student leaders and the staff. Each year the goals and initiatives of the students are assessed, and the ways the funds have been used in the past are evaluated. This helps to determine how funding might be assigned to promote new goals and initiatives. The funding stays within the same cost code for programming, unless there is collaboration between areas, and programming dollars can be combined.

Frugality has been practiced in student fee requests. Most years, as stated earlier, no increases have been requested. Creative and innovative ways to make dollars stretch have been sought - collaborating with other departments, seeking donations, etc. Additional club funding has been requested, as this is one of the most rapidly growing areas in the department. If the Academy of Leadership program were ever to go off campus again, it would be necessary for a substantial increase in student fee funding of \$60,000. At this time there is no way the program can move off campus at the current funding level. The department has tried to just do more with less.

Facilities, Equipment, and Technology

In the fall of 2008, SIL moved into three new facilities upon the completion of the Shepherd Union renovation. These three areas are the central office of Student Involvement & Leadership, the Community Involvement Center, and the Center for Diversity & Unity.

Central Office of Student Involvement & Leadership

When this area was originally designed, it was believed that the main entrance for students would be from the Bell Tower Plaza. Working on this assumption, the facility was designed to greet students with an inviting open space with a large table, mailboxes and sofas. In this area is access to the conference room, computer lab, productions area, offices of three professional staff members, the WSUSA President, WSUSA Vice Presidents, graphic artists' room, WSUSA directors' office and the Senate office (shared with the Supreme Court). An area for two members of the support staff was designed into this area with a large open area that could accommodate two additional support staff members, if needed.

While this is a new facility, we are already outgrowing it as our programs expand. With the demands for student employees and WSUSA members to have dedicated work areas, shared space is quickly becoming an issue, along with the recent addition of Greek Life to SIL. While there is a current office for Greek Life in Promontory Tower, this building is set to be demolished

during the Fall of 2011. As such, space for the Greeks will need to be found, or added on to the current office space. Needs, in addition to the current space, include workspace for the WSUSA Clubs and Organizations directors as that program continues to grow. One possible solution could include the transformation of the Bell Tower Lounge into an area with individual cubicles for all of the new areas requiring workspace.

Community Involvement Center

The Community Involvement Center is located in the Shepherd Union Building, Suite 327. The Center has a great location for student traffic. There are three small spaces off the main area. This space was planned for two co-directors, an office manager, a part time worker to staff AmeriCorps and, the 14 student VIP programs. The Center has grown at a faster pace than expected, thus there is crowding. We are accommodating two Vistas and a student employee, in addition to the other staff. The space was never planned for the additional staff. Students feel, at times, that they are not welcome.

Center for Diversity & Unity

The Center for Diversity & Unity is located in the Shepherd Union Building, Suite 232. The Center is centrally located in the heart of the Union on "main street." There are four small spaces, including a kitchen, off the main area. This space was planned for one coordinator, the student board, a storage space and a kitchen. The Center is well utilized with sliding glass doors that allow the space to open up into the atrium for greater student participation. The kitchen, originally created for food purposes during activities and educational programs, has been modified to serve as the campus pantry. The original design of the space did not include two large pillars, which modify and constrain the usage of the space. Additionally, the space is not soundproof, which can create issues when programming is occurring in the atrium and the Center at the same time. Another significant problem remains with the lighting of the space - due to an exposed ceiling, the main meeting room is incredibly dark and thus gives off the perspective that the Center may be closed when it is, in fact, activated. Finally, additional space is necessary for an office assistant and/or intern to help support the increased programming and educational function of the Center.

Equipment and Technology Overview

Currently, the Office Manger oversees the procurement and rotation of all equipment within the department. This includes computers, printers, phones, banner printer, cameras, copiers, video recording devices, popcorn machines, tents and the marquees on Harrison Boulevard and on the Shepherd Union. These items are replaced as needed, and when funds make such replacements feasible. Recent upgrades in equipment have included new Macs for the graphic artists, a new laptop computer for officers to checkout, a new copier in the Center for Diversity and Unity, a new digital camera to replace an outdated model, and updating of all operating systems and programs on department computers.

Currently, the Department is utilizing both Windows and Mac-based programs and software. Key programs utilized by the Department are Adobe Image Suite for graphic work, Skype for teleconferencing of staff and students (the conference room has been configured to hold such meetings), Keynote & PowerPoint for presentations and demonstrations,

Publisher/Word and Pages for publications, and StudentVoice (along with the iPods) for continual surveys and assessment data collection.

Regarding our future needs, one item is clear from all three areas: the need to provide continued workspace to meet the needs of our students as we grow. All three areas are now being utilized to their maximum capacity, given current designs and equipment available. If we are to move past this, a serious examination and redesign of the area will need to be conducted and delivered upon. Several possibilities have been discussed, but without the funds to facilitate such changes, options are currently limited as to what could be done to enhance and address the workspace issues.

While the need to continually update computers is evident, there are three equipment needs which will need to be addressed within the near future, two of which will require considerable investment of funds by the department: the replacement and updating of the campus marquees on Harrison and the Shepherd Union, and the eventual replacement of the banner printer. Additionally, more updated printers will need to be installed in the graphic artists' room to accommodate the increase in memory required by newer design software. Currently, only about half of what is produced can be printed on our printers.

Student Involvement & Leadership has done a reasonable job in making sure that the latest software and programs are available to students and staff on all machines. One area, which is in the process of being addressed, is to have better access and information on the webpage. Efforts have been made this past year to address this issue, but have been met with limited success. Now that the Student Affairs Web Designer position has been filled, we are confident that we will be able to remedy this current failing.

Ethical and Legal Responsibilities

Student Involvement and Leadership follows all University policies and procedures regarding personnel, data, procedures, and facilities. We had an internal audit completed in 2008, in which we received satisfactory results. The primary objectives of this audit were to evaluate the internal controls and procedures and determine compliance with applicable policies. Some of the specific objectives were to determine if: expenditures were appropriate and properly processed; if there was adequate accountability and control for assets under the department's jurisdiction; if hourly and supplemental pay policies and procedures were followed; if desktop security procedures were adequate; if employees had appropriate access to computer systems and screens; if student fees were properly allocated and disbursed according to policy and student tuition waivers and stipends were monitored and in compliance with policy. These objectives were accomplished and satisfactorily achieved.

Assessment and Evaluation

Goal	Outcome
To foster student learning	Students receive the academic support they need (tutoring, testing, hands-on experiences).
To provide students an engaging learning environment	Students participate in meaningful service experiences.
To provide an engaging and stimulating university culture	Students participate in co-curricular programs, organizations and activities.
To foster a diverse and inclusive campus environment	Students have opportunities to develop and enhance a personal philosophy of leadership that includes an understanding of self, others, internal and external communities, and acceptance of responsibilities inherent in community membership.

Student Involvement & Leadership conducts various evaluation surveys and focus groups aimed at gathering quality feedback from faculty, staff, students, and community members as to the effectiveness of the department. Through this direct feedback and qualitative analysis, changes and enhancements to our goals and initiatives are designed as they are needed. A range of measures are employed to maintain objectivity and comprehensiveness in evaluations. The results are also evaluated and used in revising and improving student programs, services offered, and future initiatives. Continuous changes to leadership, Emerging leaders, Crystal Crest, Homecoming programs, for example, are made as a result of the feedback received. Most of the data used in evaluating the department is accumulated through the use of StudentVoice and feedback after events, which includes attendance numbers, social reviews in the media, and one-on-one reflections from student leaders who facilitated the programs and events. SIL also gathers extensive feedback through advisory boards and collaborations with other departments on campus. Above all aspects of evaluating performance, department, and effectiveness as an entity on campus, direct feedback from peers and students is held in the highest esteem.

Another mechanism for evaluating SIL is done through mid-term performance evaluations and end of semester evaluations that are administered to all student leaders. In order to meet the students where they are in their personal leadership ambition and goals, these performance evaluations allow an opportunity to provide the student leaders constructive feedback. Social media is also utilized to gather information about programs and services offered. The students have used StudentVoice to evaluate specific programs and events, which has led to a proactive response from the student senate in various resolutions and the creation of innovative programs, such as WeberCares.

Program Goals

Each area of SIL (Diversity, Leadership, Service, Programing, Clubs and Organizations, and Student Governance) led by the ideas of the student leaders and combined with the overarching goals of the department, is able to formulate its core program goals and/or service-oriented outcomes. For example, the 2010-2011 executives were committed to the idea of “putting the We in Weber,” based on the goal of engaging students, finding their niche in WSUSA, and ensuring their involvement for years to come. At the same time, the professionals of SIL remain mindful of the university core themes and objectives and ensure that the students’ goals relate. Above all other mechanisms, the six-column model provides the staff with the best overview of objectives and their outcomes. Based on the six-column model findings, what was once a new and innovative goal has now become an expectation for the department, such as collaborating with faculty and infusing diversity and service in all programs. (See Appendix V.)

Cohort Information

SIL also has three cohort groups that are being tracked through the Student Affairs Assessment and Research Group, which provides annual information and updates. Our cohorts include: students from the Emerging Leaders Program, student body officers, and all appointed and elected student leaders. (See Appendix R.)

Student Tracking Data

Participation in all programs offered by the Department of Student Involvement and Leadership is tracked by attendance numbers and then used to determine its viability in the end-of-the-year report. These attendance numbers serve a significant purpose for the department, as they allow for assessment of how many students were served and comparison of the difference in popularity and significance of each event (see Appendix M).

Summary

Leadership Programs

Over the past three years, leadership programs have seen a remarkable change in both offerings and collaborative partnership. Growing from a student staff of one to a team of 12 , the amount of leadership programs and learning opportunities at WSU has grown beyond the Academy of Leadership, into a solid foundation of programs and academic coursework. Central to this has been the creation of a five-year master plan for leadership programs, which is overseen by a committee of faculty and staff from key stakeholders on campus. From this group, the Leadership Certificate Program has been developed and is in its final stages of receiving full academic approval.

While leadership programs has seen a sizable growth, such as the Emerging Leaders Program growing from 40 applications to over 600 applications a year, there is still room to improve (see Appendix P, Emerging Leaders Program Tracking Data). One major area which needs improvement is the incorporation of leadership programs into WSUSA.

Greek Life

Responsibility for advising the Greek Life program was assigned to the Coordinator of Wildcat Lanes and Games Center in 2005 when SIL's coordinator left Weber State during the Union renovation. The advising role was regained in the Spring of 2010. At that point, all organizations were told to meet the minimal requirements for clubs at WSU (eight members) or have their connection with the university removed. As a result, the Greek system went from three organizations, with a total membership of 11 Greeks, to a system of two groups (one fraternity and one sorority), with a total membership of 76, at the end of Fall 2010. Building on this, the cumulative Greek GPA average has risen from a 2.45 at the end of Fall 2009 to a Greek GPA average of 3.10 at the end of Fall 2010 (see Appendix Q). Additionally, the Greek Council, the governing body of both organizations, has required each group to complete over 500 community service hours per semester and has partnered with University Housing to host a casino night each semester, with all proceeds being donated to an area food bank.

While Greek Life at WSU continues to grow in a positive manner, the need to find a physical home for these organizations is crucial for the success of the continued growth of these and new Greek organizations at WSU. Currently, the groups utilize available space within SIL, but have lost access to this space for the final two months of the Spring Semester to accommodate the new WSUSA executives for the next year. If Weber is to stay committed to supporting the growth of the organizations, a permanent, physical space will be required for them.

Clubs and Organizations

Over the past two years, Clubs and Organizations have seen an exponential increase in the number of clubs and organizations that are formally registered with Student Involvement and Leadership, and thus recognized officially by the university. At the end of the Spring 2009-2010 semester, there were 129 registered clubs and organizations on campus, in comparison to the 180 clubs and organizations that are currently registered as this Spring 2011 semester comes to an end (see Appendix S). With this drastic increase in participation on campus through clubs and organizations also comes an increase in the number of activities happening around campus, as well as a much higher demand and need for funding support to these clubs. In each of the past four semesters, Fall and Spring, the clubs and organizations committee has consistently received requests which double the amount available to be allocated to clubs and organizations around campus. To ensure the budget is being spent efficiently, the committee of student leaders, in the last two years, have created two different service projects geared toward giving back and spending wisely: 1) Soup on the 25th of every month, meant to support hungry students on campus and raise awareness, and 2) the monthly service project day at St. Anne's Shelter, which is a collaborative effort from all clubs. By legitimizing the recognition process for clubs and organizations, Student Involvement and Leadership has reaffirmed its role on campus as a resource and network for clubs and organizations. In addition, the department has been a lot more capable of tracking club activities and participation on campus, which, combined with all other information, provides adequate evidence as to the growing numbers of students getting involved outside of the classroom and finding intrinsic value in being part of a club or organization. (See Appendix S.)

While it is expected that clubs and organizations continue to grow and prosper on campus, a new focus of clubs has been community service and collaboration. Additionally, certain policies and procedures surrounding clubs will continue to be updated and formalized to ensure, administratively, that Student Involvement and Leadership is keeping up with the needs of clubs and organizations, while also continuing to support the overall interests of the university.

Diversity & Unity

After a two year absence, due to Shepherd Union renovation, the Center for Diversity & Unity (CDU) was brought back online, late spring of 2008. Diversity programming and support services blossomed following the reconstruction. Increased workshop requests, program attendance and educational opportunities have resulted in line with the Student Affairs values of respect, inclusion and collaboration, as well as with the institutional inclusivity statement and diversity initiative (see Appendix O). During the last three years, the student board has grown from five members to nine, increasing its outreach, education, service and event endeavors. With a concerted effort, faculty and staff collaborations with the CDU have been enhanced, resulting in increased usage and support of the CDU's efforts (see Appendix V).

While the CDU continues to grow and establish strong roots across campus and in the local community, staff support remains an issue. The use of graduate interns has served as a great benefit; however, the continuous request for new programming, faculty, staff, student and community training and cross-collaboration have stretched the coordinator in too many directions. Most recently, the CDU has been asked to house the Safe Zone program, in addition to providing more resources for gay, lesbian, bi-sexual and transgender students. In order for the work of the CDU to remain cutting edge and inclusive, there will need to be staff growth in this area, or the quality of programs and services will decline.

Volunteer Involvement Program

Over the past five years, the VIP program has shown a remarkable growth in not only the number of students participating but also in the hours of service given (see Appendix N). Four years ago Student Involvement and Leadership partnered with Academic Affairs, creating and implementing the Community Involvement Center (CIC). Students can now move freely from volunteerism to service-learning and vice-versa. The VIP students are able to sign up for the AmeriCorps program, with the co-director of the CIC signing off on their hours. Students have the opportunity to serve on many committees, giving them the educational experience of working with, not only staff and students, but also community partners and faculty. Outstanding students in service are able to receive state recognition at the annual Campus Compact Awards held in Salt Lake City, Utah.

Volunteer hours can be recorded when a student registers with the CIC. Hours are recorded by directors of non-profit agencies reporting or student chairs documenting hours, using the VicTouch system. This supports the co-director in writing letters of recommendation and also assists with the Excellence In Service Designation. Any senior graduating with a 3.5 GPA and 300 hours of service recorded with the CIC receives this designation, which is posted to his/her transcript.